

Concord-Carlisle Regional School District
 Concord Public Schools
 District Goals 2014-2015

Mission: Educate all students in becoming independent lifelong learners, creative thinkers, caring citizens, and responsible contributors in a global society.

Core Values: Academic Excellence, Empathic and Respectful Community, Educational Equity, Continuous Improvement, Professional Collaboration

GOAL	ACTIONS	OUTCOMES
<p>1. Increase achievement for all students and narrow the achievement gaps for identified student groups.</p>	<ul style="list-style-type: none"> • Elementary teachers will continue to implement Common Core State Standards in reading, writing, and math. • Elementary teachers will develop and implement “Close Reading” strategies in grades 3 – 5. • Elementary students will produce and receive feedback on three types of writing – narrative, persuasive, and informational. • Elementary teachers will continue to implement common assessments in ELA and math to monitor student progress. • Elementary grade level teams will meet regularly to monitor student progress and implement Tier I and Tier II interventions. • All Boston K students will be provided with an integrated arts enrichment extended day program at the Emerson Umbrella. • Concord Middle School will implement a 6x6 block schedule to provide intervention time. • CMS teachers will continue to 	<ul style="list-style-type: none"> • 80% mastery of critical grade level standards in ELA and Math in Grades K-5 • 90% Grade 5 students score Adv/prof in ELA and Math PARCC • 80% CMS students earn B- or better in all subjects • 90% Grade 8 students score Adv/Pro in ELA PARCC • 80% Grade 8 students score Adv/Prof in Math PARCC • 94% CCHS students earn 2.5 GPA • 95% CCHS students score Adv/prof in ELA • 92% CCHS students score Adv/prof in Math MCAS • 100% Competency Determination for Class 2015 • 95% score 3-5 on AP exams • Median SAT score is 1800 • PPI score is 75 or better for each student group in ELA and Math

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	<p>implement the Common Core State Standards in science literacy.</p> <ul style="list-style-type: none">• CMS teachers will design and implement a specialized learning program for Boston-resident students.• CCHS teachers will continue to implement Common Core State Standards in their written and taught curriculum.• CCHS teachers will continue to implement common assessments to monitor student progress, adjust instruction, and to provide differentiated intervention.• Freshmen and sophomore Boston-resident students will receive instruction and support in learning strategies for achievement.• CCHS teachers will seek to increase the participation of Boston-resident students in higher level courses.	
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<p>2. Provide students with a rigorous, coherent, and aligned prek-12 curriculum that includes a variety of authentic learning experiences, Common Core State Standards, assessment strategies, and use of digital tools.</p>	<ul style="list-style-type: none"> • Continue to align K – 12 curriculum with the Common Core State Standards. • Implement common assessments K – 12 to monitor student progress. • Conduct a curriculum review process for elementary math program. • Consider implementing an elementary world language program. • Continue appropriate integration of digital tools into the curriculum to enhance teaching and learning. • Continue to provide observation feedback related to levels of student engagement. 	<ul style="list-style-type: none"> • K – 12 curricula are aligned to the Common Core State Standards. • Common assessments are implemented for all grades and courses K – 12. • An elementary math curriculum is adopted that is aligned with the Common Core State Standards as evidenced by our curriculum map. • Elementary curriculum committee makes a recommendation regarding an elementary world language program. • Students in grades 3, 4, and 5 participate in two or more digital writing projects. • 100% of students in grades 6 – 12 use Google Apps for Education, eBooks, software, and other online resources on a daily basis. • The 3rd year of the 1:1 laptop program is implemented at CMS for all students in grades 6-8. • CCHS has a plan for the FY16 implementation for 1:1 laptop in grades 9-12.

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<p>3. Improve instructional strategies that promote student curiosity, critical thinking, communication, collaboration, and opportunities for innovation.</p>	<ul style="list-style-type: none"> • Provide all educators with a robust catalogue of professional development opportunities both within and outside of the districts. • Elementary teachers will participate in job-embedded professional development from content specialists (ELA, math, technology, social studies, and science). • Middle and high school educators will identify innovative practices to share with colleagues. 	<ul style="list-style-type: none"> • Elementary students will regularly demonstrate content and skill mastery through collaborative, authentic, and interdisciplinary projects as measured by classroom observations and educator provided artifacts. • Effective use of teaching practices to promote student engagement will be evidenced in classroom observations and educator provided artifacts. • CMS and CCHS department chair meetings will include discussion of strategies for increased student engagement and innovation as evidenced through meeting minutes.

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<p>4. Foster a respectful and empathic learning environment in which all students become more responsible and engaged citizens.</p>	<ul style="list-style-type: none"> • Elementary Mental Health Team will provide support and leadership for teachers to implement Open Circle, Bullyproofing Curriculum, and mindfulness activities. • Concord Middle School educators will continue to implement, “CMS Stands Together” integrating One School, One Book (<u>Freak the Mighty</u>). • Continue to develop peer mentors and student leaders at CMS. • Clarify and refine student behavioral expectations at the high school level including punctuality • Continue to develop the Advisory program at CCHS. • CCHS Wellness Committee will promote Mental health and health weeks as well as provide mindfulness activities for staff and students. • Analyze the results from the 2014 Youth Risk Behavior Survey (YRBS). 	<ul style="list-style-type: none"> • All elementary students and staff will participate in Open Circle, Bullyproofing, and Positive Behavior Programs. • More elementary students will be recognized for positive behaviors as measured by a 10% increase in school wide awards. • All CMS students and faculty will participate in “CMS Stands Together”. • More CMS students will participate in positive actions as measured by 5% increase in CMS student activities. • More CCHS students will be punctual as measured by a 10% reduction in high school tardiness referrals. • More CCHS students report positive connections to adults as measured by 3% increase in connectivity on the student survey. Elem • Develop action plan to address significant YRBS results.
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<p>5. Increase professional collaboration including analyzing student work and progress, sharing instructional strategies, and providing job-embedded professional development that supports district and schools teaching and learning goals.</p>	<ul style="list-style-type: none"> • Elementary grade level teams of teachers along with the principal and content area specialists will meet every six weeks for student progress monitoring. Teachers will work collaboratively to evaluate student work, analyze data, calibrate their expectations and adjust their practice. • Middle school teachers and administrators will practice collaborative inquiry during grade level and department meetings using common formative and summative assessment data. • CMS will revise schedule to a 6x6 block schedule for improved faculty collaboration time. • CCHS teachers will reflect on and make adjustments to curriculum, instruction, and assessment (individuals and within department teams). • CCHS teachers will incorporate strands of Learner Outcomes in both department and course specific rubrics. 	<ul style="list-style-type: none"> • Elementary grade level plans for targeted intervention and curriculum/instruction adjustments. • CMS instruction incorporates differentiated instructional strategies based on collaborative student data analysis. • CMS schedule is 6x6 blocks with improved professional collaboration. • CCHS students demonstrate proficiency on Learner Outcome rubrics. • CCHS teachers establish baseline data for common assessments .

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<p>6. Effectively implement the new Educator Evaluation system with a focus on continuous improvement in teaching and learning.</p>	<ul style="list-style-type: none"> • All educators participate in the five-step evaluation cycle. • District Determined Measures for all educators are identified and piloted. Data is gathered on student growth. • District wide templates and processes for DDMs are created and implemented. • Data is used to determine high, medium, and low student growth based on District Determined Measures. • CTA and CCTA Joint Supervision/Evaluation Committees meet regularly to review and amend the new process including DDMs, student growth rating, and student/staff feedback. 	<ul style="list-style-type: none"> • All five components of new educator evaluation system including student and staff feedback and impact on student learning are implemented.

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<p>7. Develop FY16 budgets to support educational excellence and enrollment growth while maintaining fiscal sustainability.</p>	<ul style="list-style-type: none"> • Work with school administration, school committee and both Concord and Carlisle Finance committees to develop budgets that support FY16 school district goals and are within levy limits. • Develop plans to demonstrate inputs of Concord and Carlisle Finance Committee guidelines and budget limits. • Present preliminary FY16 budgets to School Committees, faculties, and Concord and Carlisle Finance Committees. • Present School Committee adopted FY16 budget at Finance Committee Hearings, Town Meetings and in FY16 Budget Book. 	<ul style="list-style-type: none"> • FY16 budgets are approved at both Concord and Carlisle Town Meetings.

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<p>8. Manage new CCHS Building project to completion and successfully move into the new building to resume classes on April 28.</p>	<ul style="list-style-type: none"> • Meet weekly with Project Team and monthly with CCHS Building Committee to review and reform project scope, budget, schedule, and completion. • Work with moving consultant, CCHS administration and faculty to develop and implement successful moving plans. 	<ul style="list-style-type: none"> • CCHS Building Project is completed for move in April 2015 and remains on scope, budget, and timeline. • CCHS moves into new building and completes the 2014-15 school year successfully.

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<p>9. Plan for bus parking and bus maintenance for uninterrupted Transportation Services for 2015-2016.</p>	<ul style="list-style-type: none">• Collaborate with Town Manager, Selectmen, and School Committee to secure interim parking and maintenance for transportation services in 2015-2016.	<ul style="list-style-type: none">• Bus parking and maintenance plans are implemented for uninterrupted 2015-16 Transportation services.

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GOAL	ACTIONS	OUTCOME
10. Complete collective bargaining contract settlements with CTA, Secretaries, CCHS and CPS Building Service Workers, and Maintenance.	<ul style="list-style-type: none">• Negotiate successful contracts with CTA, Secretaries, and CCHS and CPS Building Workers and Maintenance.	<ul style="list-style-type: none">• Contract settlements for CTA, Secretaries, CCHS and CPS Building Service Workers and Maintenance are completed.

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GOAL	ACTIONS	OUTCOMES
<p>11. Build support, consensus, and community engagement around the district mission, core values, goals, challenges, accomplishments, and critical decisions using multiple communication strategies.</p>	<ul style="list-style-type: none"> • Improve website to increase access to district information. • Continue “Your Voice matters” to collect community feedback. • Conduct community and Principal coffees during the school year to both share information and listen to commentary. • Improve communication from CCHS to Concord and Carlisle Middle school families transitioning to the high school. • Continue communication with stakeholders through school meetings, PTG, district/school websites, monthly updates, school newsletters, local media, and the annual performance report. 	<ul style="list-style-type: none"> • Increase community awareness of District goals, accomplishments and challenges as measured by informal and formal feedback. • Increase 8th grade parent satisfaction with CCHS communication during Spring 2015 as measured by parent satisfaction survey.